

Federal Women's Program Advisory Committee

The Texas FWP committee includes 11 Natural Resources Conservation Service (NRCS) employee representatives.

The committee members are appointed by the State Conservationist and are selected to provide representation from the designated zones in the state, including one representative from the state office.

Members serve a two-year term.



Texas Federal Women's Program



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Member at Large	Shanna Dunn, soil scientist shanna.dunn@tx.usda.gov (361)241-0609 — Corpus Christi
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FEDERAL WOMEN'S PROGRAM



Special Emphasis Program

TEXAS

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History

The Federal Women's Program, also known as FWP, is an integral part of the overall Equal Opportunity Program in the Natural Resources Conservation Service.

In 1967, President Lyndon B. Johnson issued Executive Order (E.O.) 11375 that established the program to address women's issues for employment and advancement in the Federal Government. As a result, the FWP was created.

In 1986, the Texas FWP Advisory Committee was structured to include a program manager, associate program manager, a leadership team liaison, and representative from each of the designated regions in the state. The committee operates according to by-laws that are drafted by the advisory committee members and program

Purpose

FWP is a management program. The advisory committee's responsibility is to work with management carrying out the joint responsibilities to:

- 1) identify barriers
- 2) devise solutions
- 3) draft plans to

implement outreach strategies to all employees.



FWP's purpose is to assure equal treatment under the law to all individuals, in all phases of employment, regardless of race, color, national origin, sex, political beliefs, disability, religion, age, sexual orientation, or marital or family status. Equal treatment includes job placement of all genders at levels for which they are qualified, and providing training and advancement in accordance with abilities and agency needs.

Objectives & Goals

Program activities relate to job opportunities and career advancement. Promoting and building on the concept of upward mobility at all levels. This goes beyond helping women

who are already qualified for higher positions to obtain that work; it involves getting all employees trained for higher level positions.

FWP continues its mission to promote continued education to employees. It participates in recruiting women for agency jobs, reviews agency regulations, and identifies any potential adverse impacts on employment of women. The FWP committee reviews the classification and qualification standards for agency occupations.



FWP is also committed to communicating employee's concerns to agency management; keeping the lines of communication open between management and employees. FWP sponsors a mentor program which gives employees the opportunity to work in non-traditional fields and gain training experiences they might not otherwise receive.